

## Mapping of the NMC (2018) Standards of Proficiency for Nursing Associates to the FdSc Health Care Practice Curriculum

Module Code	Module Title
4HSK0089	Academic Study Skills for Nursing Associates
4HSK0087	The Professional Role of the Nursing Associate
4HSK0083	Communication and Relationship Management Skills
4HSK0086	Promoting Health and Wellbeing
4HSK0085	Anatomy and Physiology for Healthcare
4HSK0082	An introduction to Interprofessional Education and Teamworking
4HSK0084	Person Centred Care 1
5HSK0129	The Evidence Base for Care Delivery
5HSK0131	Health and Wellbeing for Nursing Associates
5HSK0130	Integrated Care for Nursing Associates
5HSK0132	Accountability and Preparing for Practice
5HSK0128	Person Centred Care 2

	<b>Reference:</b> ST0827 APPRENTICESHIP STANDARD NURSING ASSOCIATE (NMC 2018) Knowledge (K) skills (S) and behaviours (B)	4	4	4	4	4	4	4	5	5	5	5	5
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		2	5	6	9	3	7	4	8	1	2	0	9
K1	Understand the Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates (NMC, 2018), and how to fulfil all registration requirements						✓						
K2	Understand the demands of professional practice and demonstrate how to recognise signs of vulnerability in themselves or their colleagues and the action required to minimise risks to health							✓					
K3	Understand the professional responsibility to adopt a healthy lifestyle to maintain the level of personal fitness and well-being required to meet people's needs for mental and physical care				✓			✓					
K4	Understand the principles of research and how research findings are used to inform evidence-based practice				✓								✓
K5	Understand the meaning of resilience and emotional intelligence, and their influence on an individual's ability to provide care				✓				✓				
K6	Understand and apply relevant legal, regulatory and governance requirements, policies, and ethical frameworks, including any mandatory reporting duties, to all areas of practice						✓						
K7	Understand the importance of courage and transparency and apply the Duty of Candour						✓						
K8	Understand how discriminatory behaviour is exhibited				✓					✓			

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		8	8	8	8	8	8	8	2	3	3	3	2
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K9	Understand the aims and principles of health promotion, protection and improvement and the prevention of ill health when engaging with people				✓								
K10	Understand the principles of epidemiology, demography, and genomics and how these may influence health and well-being outcomes		✓						✓				
K11	Understand the factors that may lead to inequalities in health outcomes			✓									
K12	Understand the importance of early years and childhood experiences and the possible impact on life choices, mental, physical and behavioural health and well-being			✓					✓				
K13	Understand the contribution of social influences, health literacy, individual circumstances, behaviours and lifestyle choices to mental, physical and behavioural health outcomes			✓						✓			
K14	Understand the importance of health screening			✓									
K15	Understand human development from conception to death, to enable delivery of person-centred safe and effective care		✓					✓	✓				
K16	Understand body systems and homeostasis, human anatomy and physiology, biology, genomics, pharmacology, social and behavioural sciences as applied to delivery of care		✓					✓	✓			✓	
K17	Understand commonly encountered mental, physical, behavioural and cognitive health conditions as applied to delivery of care			✓				✓	✓	✓			

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K18	Understand and apply the principles and processes for making reasonable adjustments							✓	✓	✓			
K19	Know how and when to escalate to the appropriate professional for expert help and advice							✓	✓				
K20	Know how people's needs for safety, dignity, privacy, comfort and sleep can be met						✓	✓	✓				
K21	Understand co-morbidities and the demands of meeting people's holistic needs when prioritising care							✓	✓			✓	
K22	Know how to meet people's needs related to nutrition, hydration and bladder and bowel health							✓	✓				
K23	Know how to meet people's needs related to mobility, hygiene, oral care, wound care and skin integrity							✓	✓				
K24	Know how to support people with commonly encountered symptoms including anxiety, confusion, discomfort and pain							✓	✓			✓	
K25	Know how to deliver sensitive and compassionate end of life care to support people to plan for their end of life							✓	✓			✓	
K26	Understand where and how to seek guidance and support from others to ensure that the best interests of those receiving care are upheld						✓	✓	✓			✓	
K27	Understand the principles of safe and effective administration and optimisation of medicines in accordance with local and national policies						✓	✓	✓			✓	

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K28	Understand the effects of medicines, allergies, drug sensitivity, side effects, contraindications and adverse reactions							✓	✓			✓	
K29	Understand the different ways by which medicines can be prescribed							✓	✓			✓	
K30	Understand the principles of health and safety legislation and regulations and maintain safe work and care environments							✓	✓			✓	
K31	Understand how inadequate staffing levels impact on the ability to provide safe care and escalate concerns appropriately						✓		✓		✓		
K32	Understand what constitutes a near miss, a serious adverse event, a critical incident and a major incident								✓		✓		
K33	Understand when to seek appropriate advice to manage a risk and avoid compromising quality of care and health outcomes							✓	✓		✓		
K34	Know and understand strategies to develop resilience in self and know how to seek support to help deal with uncertain situations			✓				✓	✓		✓		
K35	Understand own role and the roles of all other staff at different levels of experience and seniority in the event of a major incident	✓									✓		

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		2	5	6	9	3	7	4	8	1	2	0	9
K36	Understand the roles of the different providers of health and care	✓						✓	✓		✓		
K37	Understand the challenges of providing safe nursing care for people with complex co-morbidities and complex care needs							✓	✓		✓		
K38	Understand the complexities of providing mental, cognitive, behavioural and physical care needs across a wide range of integrated care settings			✓				✓	✓	✓			
K39	Understand the principles and processes involved in supporting people and families with a range of care needs to maintain optimal independence and avoid unnecessary interventions and disruptions to their lives	✓		✓				✓	✓		✓		
K40	Understand own role and contribution when involved in the care of a person who is undergoing discharge or a transition of care between professionals, settings or services			✓					✓	✓	✓		
K41	Know the roles, responsibilities and scope of practice of different members of the nursing and interdisciplinary team, and own role within it	✓									✓		
K42	Understand and apply the principles of human factors and environmental factors when working in teams	✓							✓		✓		

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		2	5	6	9	3	7	4	8	1	2	0	9
K43	Understand the influence of policy and political drivers that impact health and care provision	✓					✓						✓
S1	Act in accordance with the Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates (NMC, 2018), and fulfil all registration requirements						✓	✓	✓		✓		
S2	Keep complete, clear, accurate and timely records	✓				✓	✓	✓	✓				
S3	Recognise and report any factors that may adversely impact safe and effective care provision							✓	✓		✓		
S4	Take responsibility for continuous self-reflection, seeking and responding to support and feedback to develop professional knowledge and skills							✓	✓		✓		
S5	Safely demonstrate evidence-based practice in all skills and procedures required for entry to the register: Standards of proficiency for nursing associates Annex A & B (NMC 2018)							✓	✓			✓	
S6	Act as an ambassador for their profession and promote public confidence in health and care services					✓		✓	✓		✓		
S7	Communicate effectively using a range of skills and strategies with colleagues and people at all stages of life and with a range of mental, physical, cognitive and behavioural health challenges					✓		✓	✓				

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		2	5	6	9	3	7	4	8	1	2	0	9
S8	Recognise signs of vulnerability in self or colleagues and the action required to minimise risks to health					✓		✓	✓				
S9	Develop, manage and maintain appropriate relationships with people, their families, carers and colleagues					✓		✓	✓		✓		
S10	Provide, promote, and where appropriate advocate for, non-discriminatory, person-centred and sensitive care at all times, reflecting on people's values and beliefs, diverse backgrounds, cultural characteristics, language requirements, needs and preferences, taking account of any need for adjustments			✓				✓	✓	✓			
S11	Report any situations, behaviours or errors that could result in poor care outcomes					✓		✓	✓		✓		
S12	Challenge or report discriminatory behaviour			✓				✓	✓	✓	✓		
S13	Apply the aims and principles of health promotion, protection and improvement and the prevention of ill health when engaging with people			✓				✓	✓				
S14	Promote preventive health behaviours and provide information to support people to make informed choices to improve their mental, physical, behavioural health and wellbeing			✓				✓	✓				
S15	Identify people who are eligible for health screening			✓				✓	✓			✓	



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		2	5	6	9	3	7	4	8	1	2	0	9
S16	Promote health and prevent ill health by understanding the evidence base for immunisation, vaccination and herd immunity			✓				✓	✓			✓	
S17	Protect health through understanding and applying the principles of infection prevention and control, including communicable disease surveillance and antimicrobial stewardship and resistance		✓					✓	✓			✓	
S18	Apply knowledge, communication and relationship management skills required to provide people, families and carers with accurate information that meets their needs before, during and after a range of interventions					✓							
S19	Recognise when capacity has changed recognise and how a person's capacity affects their ability to make decisions about their own care and to give or withhold consent			✓			✓	✓			✓		
S20	Recognise people at risk of abuse, self-harm and/or suicidal ideation and the situations that may put them and others at risk			✓		✓			✓	✓			
S21	Monitor the effectiveness of care in partnership with people, families and carers, documenting progress and reporting outcomes					✓		✓	✓				
S22	Take personal responsibility to ensure that relevant information is shared according to local policy and appropriate immediate action is taken to provide adequate safeguarding and that concerns are escalated	✓				✓	✓						✓
S23	Work in partnership with people, to encourage shared decision making, in order to support individuals, their families and carers to manage their own care when appropriate	✓				✓		✓	✓		✓		

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		2	5	6	9	3	7	4	8	1	2	0	9
S24	Perform a range of nursing procedures and manage devices, to meet people's need for safe, effective and person-centred care					✓		✓	✓				
S25	Meet people's needs for safety, dignity, privacy, comfort and sleep							✓	✓				
S26	Meet people's needs related to nutrition, hydration and bladder and bowel health		✓					✓	✓			✓	
S27	Meet people's needs related to mobility, hygiene, oral care, wound care and skin integrity		✓					✓	✓			✓	
S28	Support people with commonly encountered symptoms including anxiety, confusion, discomfort and pain							✓	✓			✓	
S29	Give information and support to people who are dying, their families and the bereaved and provide care to the deceased					✓		✓	✓			✓	
S30	Recognise when a person's condition has improved or deteriorated by undertaking health monitoring, interpreting, promptly responding, sharing findings and escalating as needed					✓		✓	✓			✓	
S31	Act in line with any end of life decisions and orders, organ and tissue donation protocols, infection protocols, advanced planning decisions, living wills and lasting powers of attorney for health		✓	✓		✓		✓	✓		✓	✓	
S32	Work collaboratively and in partnership with professionals from different agencies in interdisciplinary teams	✓		✓		✓							

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		8	8	8	8	8	8	8	2	3	3	3	2
		2	5	6	9	3	7	4	8	1	2	0	9
S33	Maintain safe work and care environments						✓	✓			✓		
S34	Act in line with local and national organisational frameworks, legislation and regulations to report risks, and implement actions as instructed, following up and escalating as required						✓	✓					✓
S35	Accurately undertake risk assessments, using contemporary assessment tools							✓	✓				
S36	Respond to and escalate potential hazards that may affect the safety of people	✓						✓	✓		✓		
S37	Participate in data collection to support audit activity, and contribute to the implementation of quality improvement strategies		✓					✓					✓
S38	Prioritise and manage own workload, and recognise where elements of care can safely be delegated to other colleagues, carers and family members								✓		✓		

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		8	8	8	8	8	8	8	2	3	3	3	2
		2	5	6	9	3	7	4	8	1	2	0	9
S39	Recognise when people need help to facilitate equitable access to care, support and escalate concerns appropriately			✓					✓	✓	✓		
S40	Support and motivate other members of the care team and interact confidently with them	✓							✓		✓		
S41	Monitor and review the quality of care delivered, providing challenge and constructive feedback when an aspect of care has been delegated to others	✓									✓		
S42	Support, supervise and act as a role model to nursing associate students, health care support workers and those new to care roles, review the quality of the care they provide, promoting reflection and providing constructive feedback					✓	✓	✓	✓		✓		
S43	Contribute to team reflection activities to promote improvements in practice and services	✓				✓	✓	✓	✓		✓		
S44	Access, input, and apply information and data using a range of methods including digital technologies, and share appropriately within interdisciplinary teams	✓					✓	✓	✓		✓		✓

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		8	8	8	8	8	8	8	2	3	3	3	2
		2	5	6	9	3	7	4	8	1	2	0	9
B1	Treat people with dignity, respecting individual's diversity, beliefs, culture, needs, values, privacy and preferences						✓	✓	✓		✓		
B2	Show respect and empathy for those you work with, have the courage to challenge areas of concern and work to evidence based best practice						✓	✓	✓		✓		
B3	Be adaptable, reliable and consistent, show discretion, resilience and self-awareness						✓	✓	✓		✓		